

# Leadership

**My philosophy is that you can't do anything yourself. Your people have to do it.**

**~Beth Pritchard**

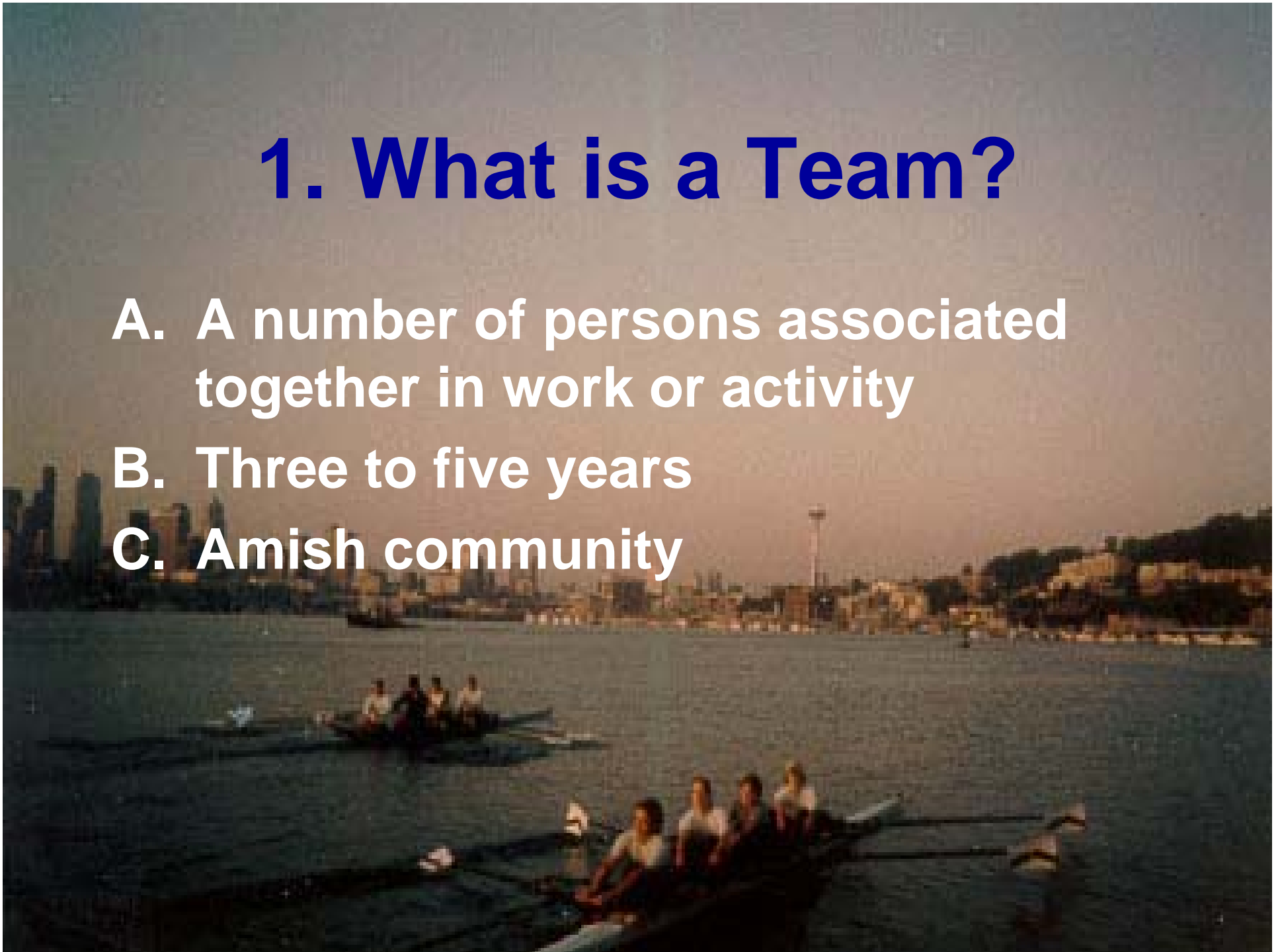
## Team Building

**Lesson Seven**



# 1. What is a Team?

- A. A number of persons associated together in work or activity
- B. Three to five years
- C. Amish community

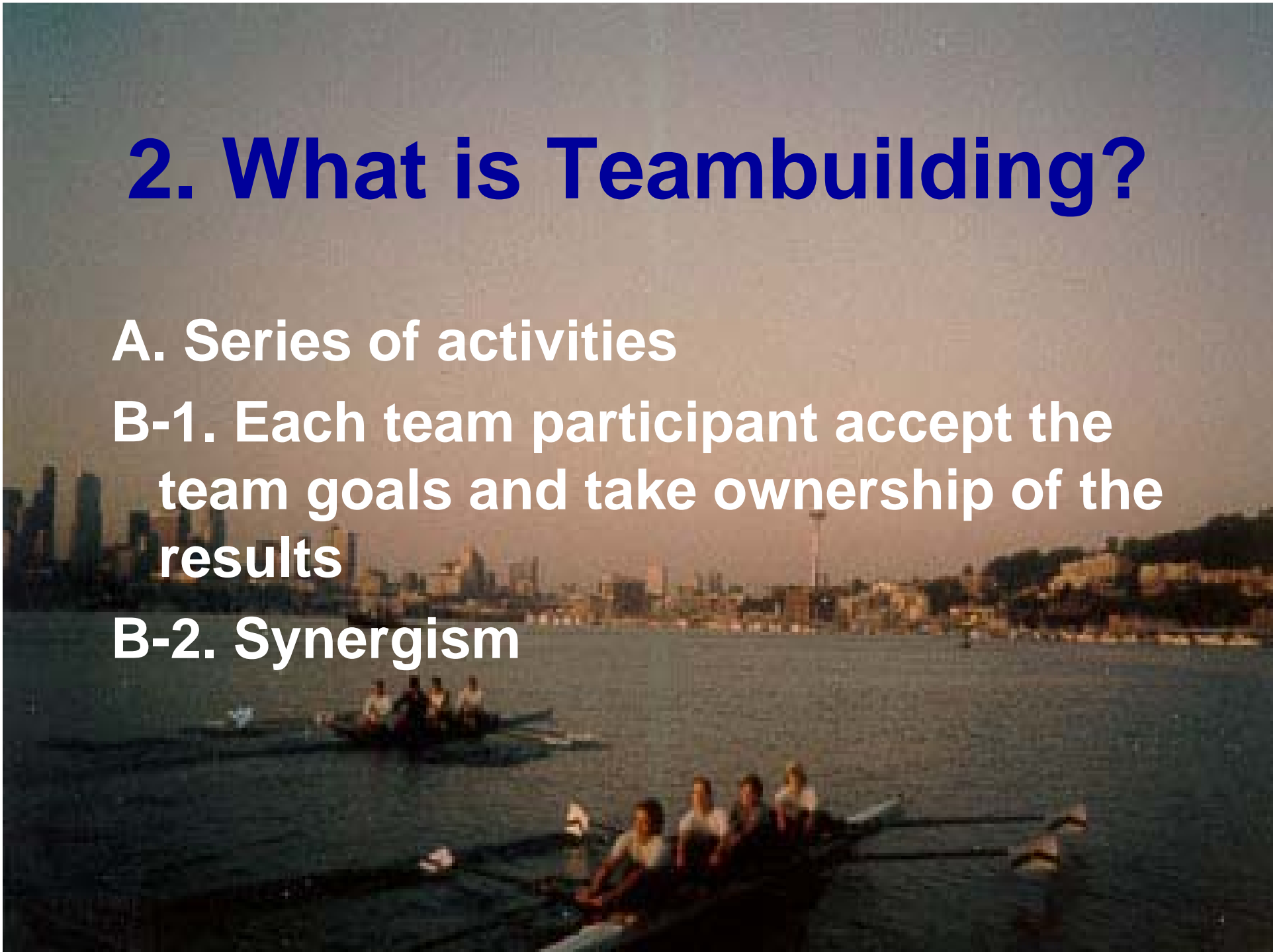


## **2. What is Teambuilding?**

**A. Series of activities**

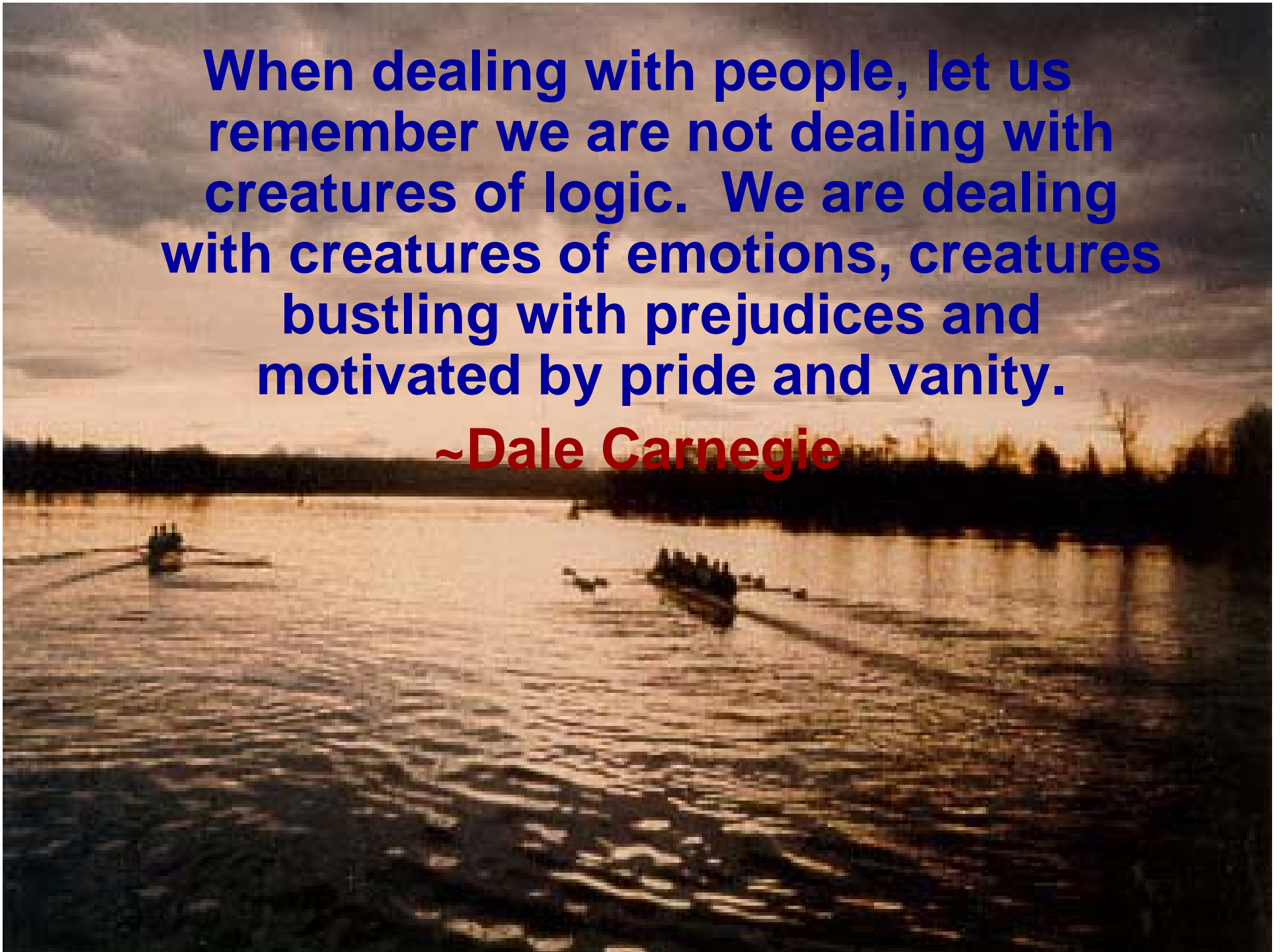
**B-1. Each team participant accept the team goals and take ownership of the results**

**B-2. Synergism**



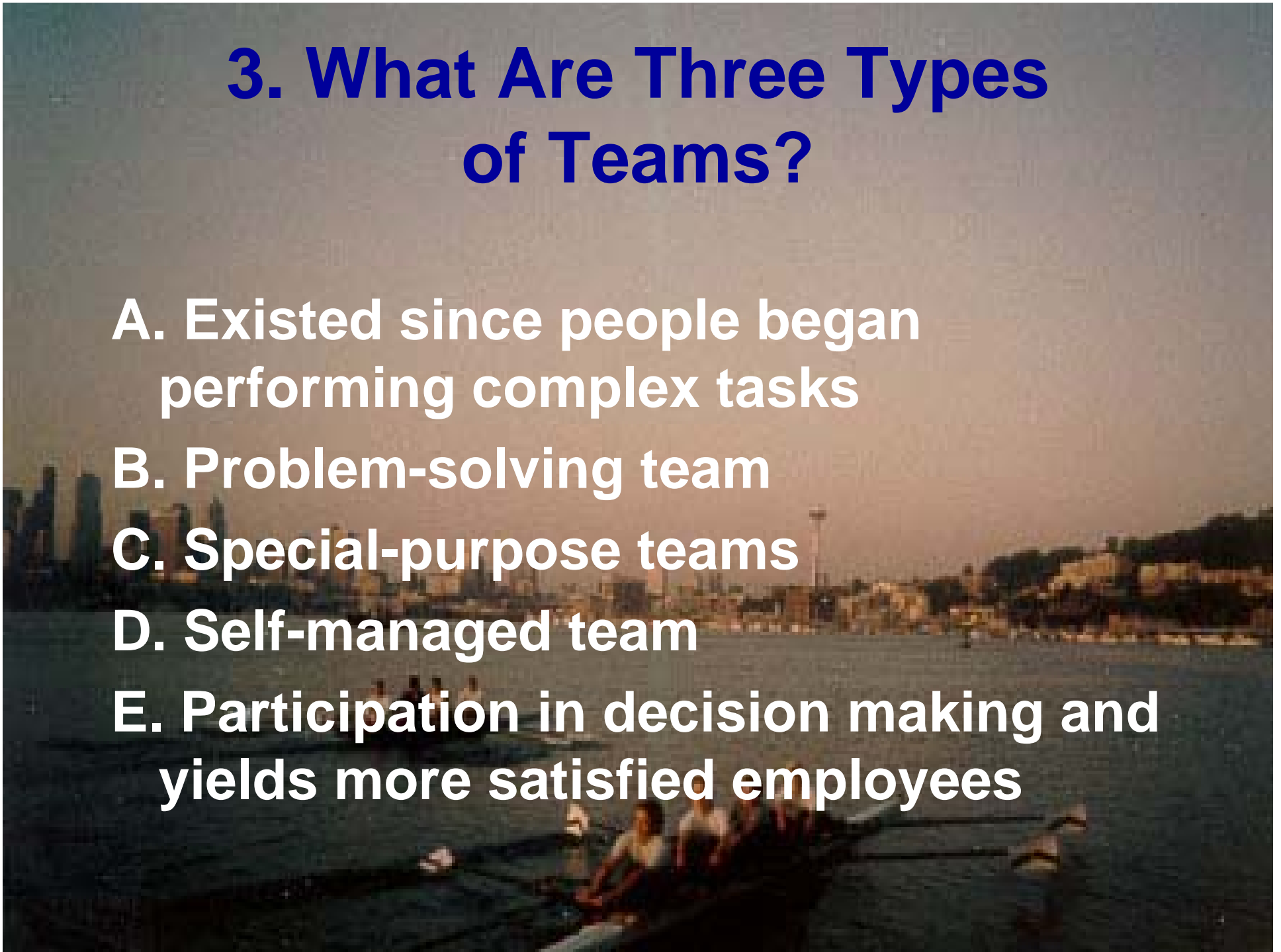
**When dealing with people, let us  
remember we are not dealing with  
creatures of logic. We are dealing  
with creatures of emotions, creatures  
bustling with prejudices and  
motivated by pride and vanity.**

**~Dale Carnegie**



### **3. What Are Three Types of Teams?**

- A. Existed since people began performing complex tasks**
- B. Problem-solving team**
- C. Special-purpose teams**
- D. Self-managed team**
- E. Participation in decision making and yields more satisfied employees**



# 4. How Do You Build an Effective Team?

A. Several key ingredients

B. [simison](#)



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B. Mission

C. ecenednepedretni



# 4. How Do You Build an Effective Team?

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C. Interdependence

D. [redalesihp](#)





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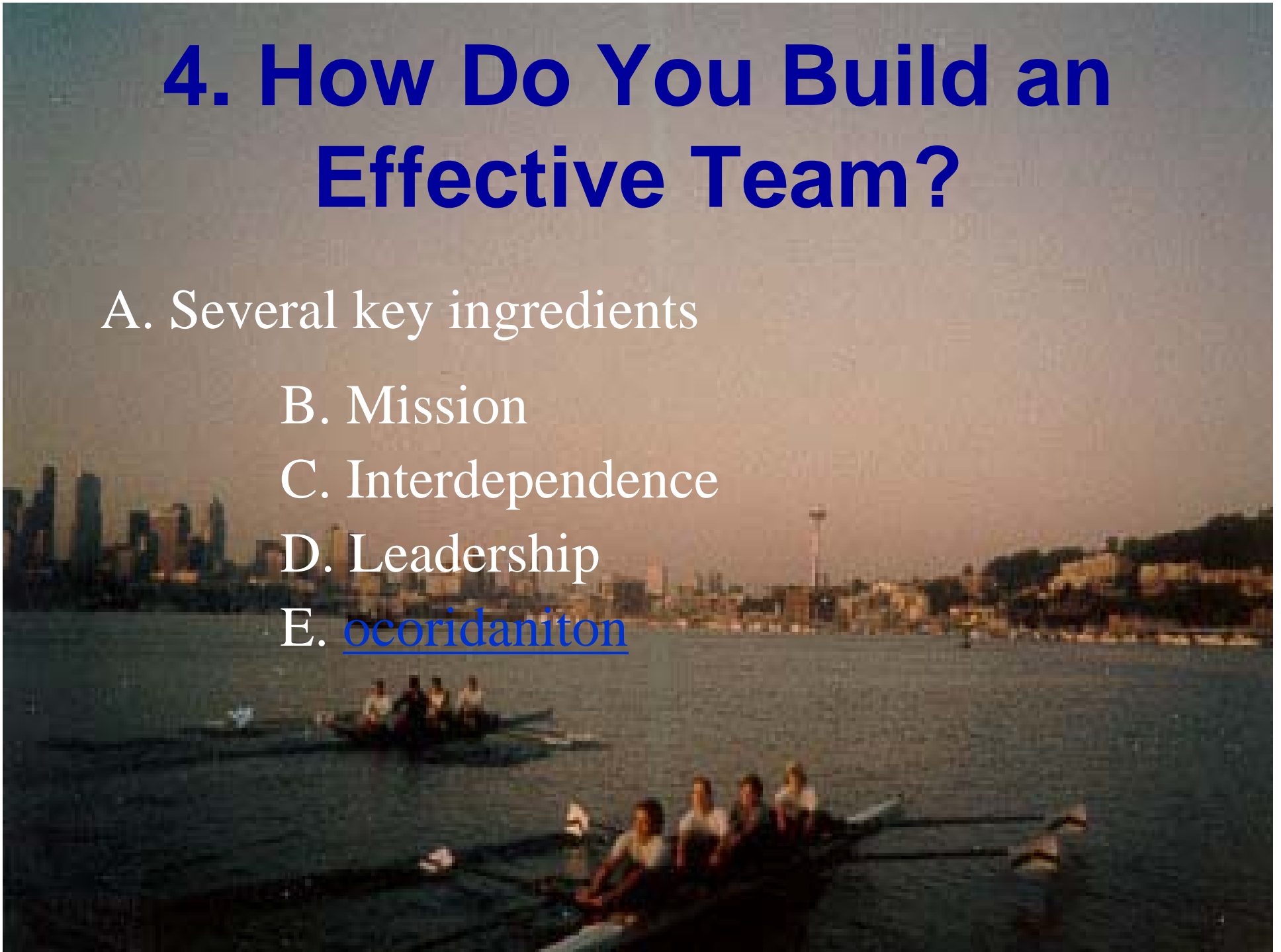
A. Several key ingredients

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D. Leadership

E. ocoridaniton



# 4. How Do You Build an Effective Team?

A. Several key ingredients

B. Mission

C. Interdependence

D. Leadership

E. Coordination

F. [abilitypdata](#)



# 4. How Do You Build an Effective Team?

A. Several key ingredients

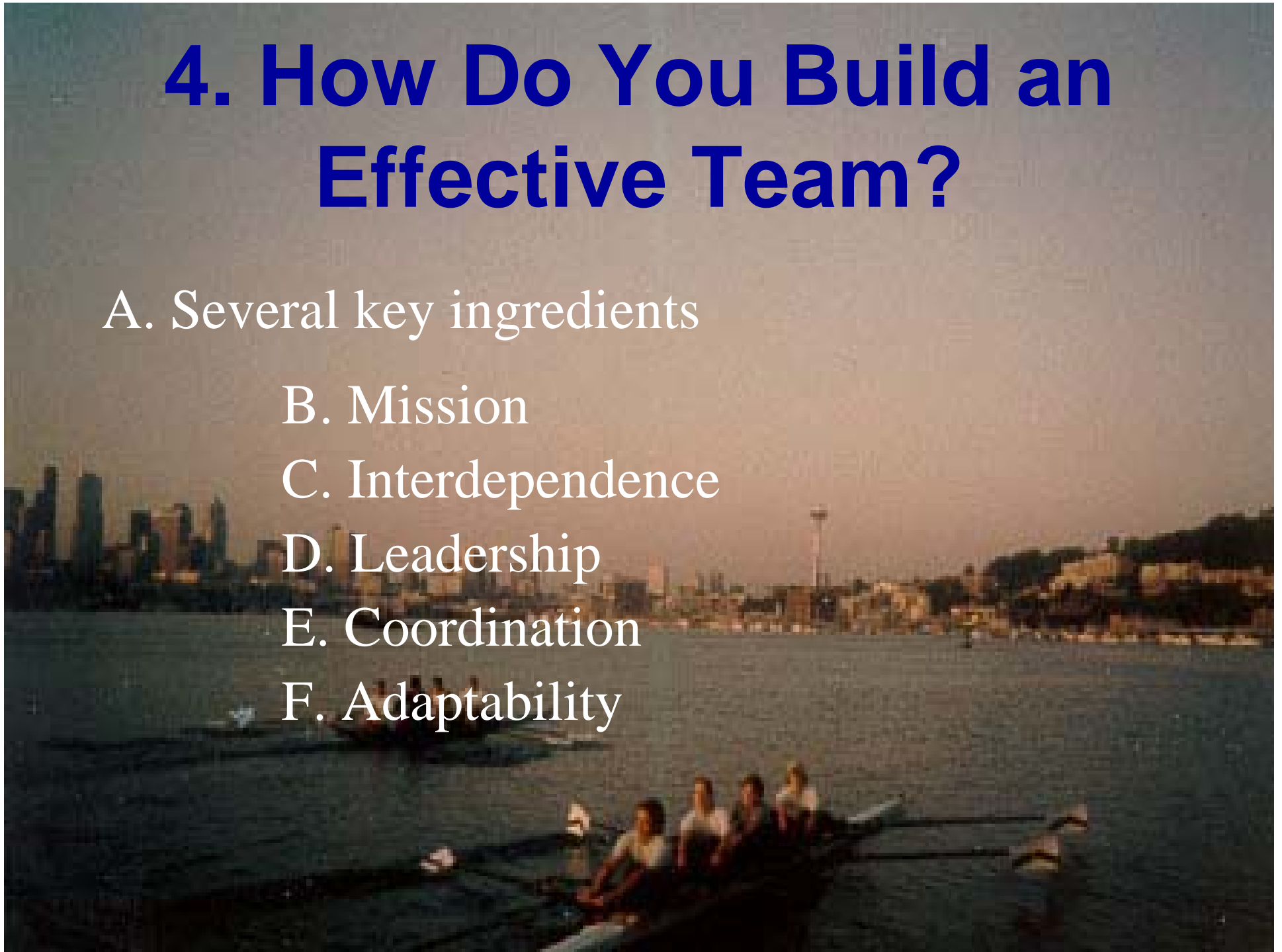
B. Mission

C. Interdependence

D. Leadership

E. Coordination

F. Adaptability



**Everyone has an invisible sign  
hanging from his neck saying “Make  
Me Feel Important!” Never forget this  
message when working with people.**

**~Mary Kay Ash**



# **5. Becoming an Effective Team Member**

**A. Cross-section of talents**

**B-1. Understand their roles and mission**

**B-2. Communication**

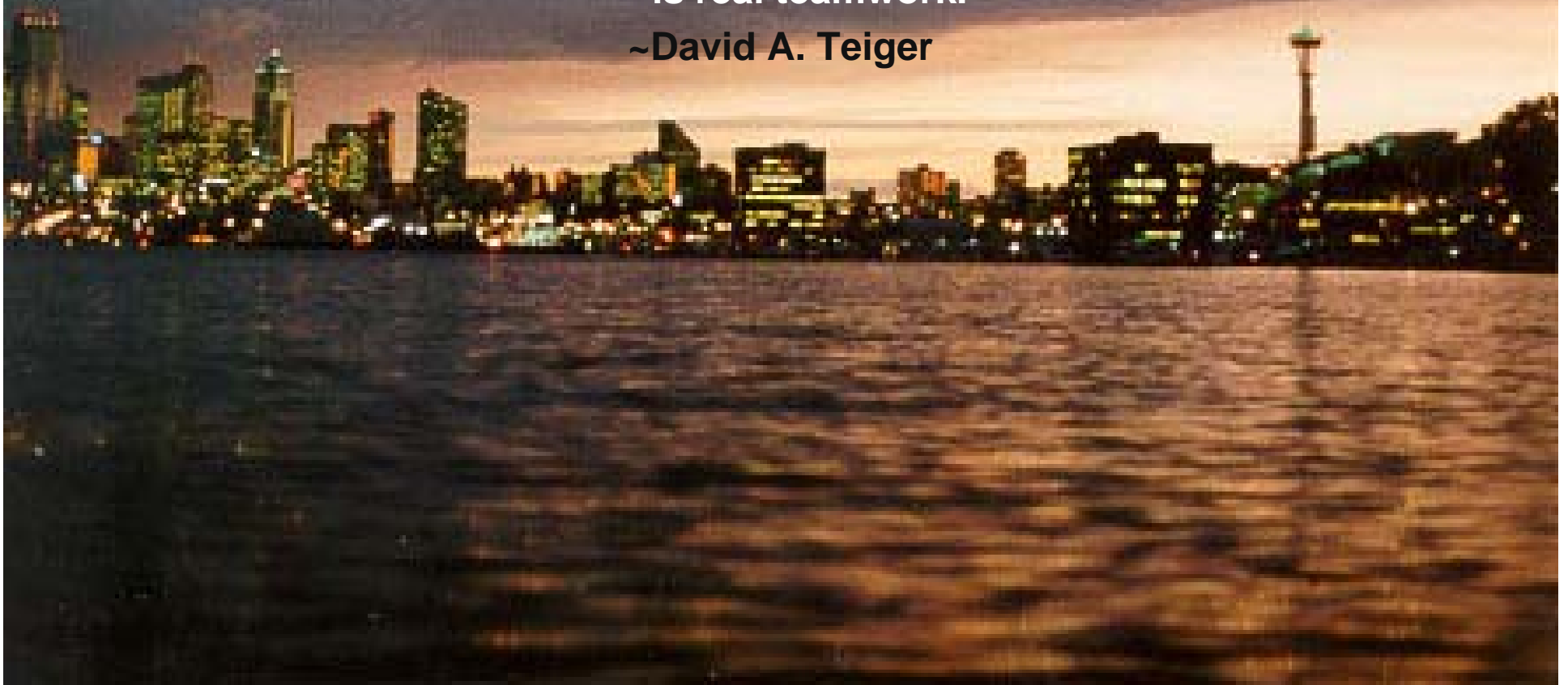
**B-3. Human relations skills**



## **Work Together – Even When Apart....**

**Instead of running operations that created a few winners and many losers, we made it clear that our goal was for everyone – each co-worker and each client – to be a winner. Success was not a trophy awarded to three for four star players. Real success would put everyone ahead.... We stressed that a key part of everyone's job was a responsibility to help all the people around them succeed. Our goal was – and still remains today – to have everyone excel both as a player and a coach. That, we believe, is real teamwork.**

**~David A. Teiger**



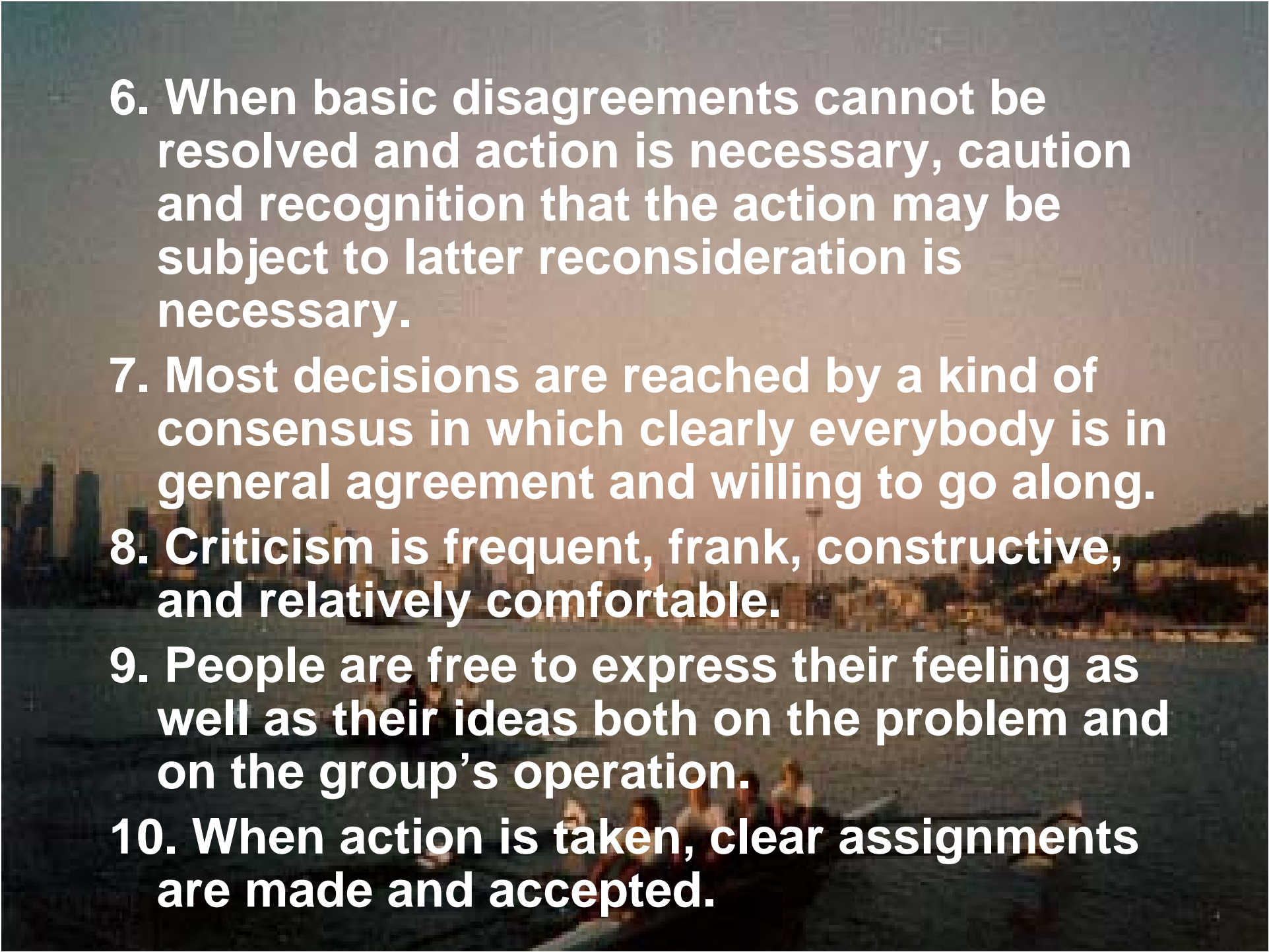
# **Ten Benefits of Teamwork**

- 1. Increased commitment and ownership of goals.**
- 2. Higher sustained effort toward the accomplishment of a goal.**
- 3. Improved quality and quantity output.**
- 4. Increased sharing of individual skills.**
- 5. Greater amount of ideas and information.**
- 6. Increased endurance and energy levels from team members.**
- 7. Greater emotional support within the team members.**
- 8. Improvement in the quality of decision making and problem solving.**
- 9. Increased motivation, enthusiasm, and job satisfaction of team members.**
- 10. Improved self-confidence and sense of well being for team members.**

# Characteristics of an Effective Team

1. The “atmosphere” is a working atmosphere that tends to be informal, comfortable, and relaxed. People are involved and interested.
2. There is a lot of discussion in which virtually everyone participates, but it remains pertinent to the task.
3. The task or objective of the group is well understood and accepted by the members.
4. The members listen to each other.
5. There is disagreement. Disagreements are not suppressed or overridden by premature group action.





6. When basic disagreements cannot be resolved and action is necessary, caution and recognition that the action may be subject to latter reconsideration is necessary.

7. Most decisions are reached by a kind of consensus in which clearly everybody is in general agreement and willing to go along.

8. Criticism is frequent, frank, constructive, and relatively comfortable.

9. People are free to express their feeling as well as their ideas both on the problem and on the group's operation.

10. When action is taken, clear assignments are made and accepted.

11. The leader of the group does not dominate it, nor on the contrary does the group defer unduly to group members.

12. The group is self-conscious about its own operation.

\*Taken from Douglas McGregor, *The Human Side of Enterprise* (New York: McGraw Hill, 1962).

